## DESCRIPTION / *MAELEZO* / *DESCRIPTION*

Bearer / *Mwenye Pasi* / *Titulaire*
**THOMAS KAIRU KAGUNDA**

Place of Residence / *Mahali aishipo* / *Lieu de Résidence*
**GATIMU, NJUNU**

Height / *Urefu* / *Hauteur* **5'5"** *ft/in* **1.65** *m/cm*

Colour of Eyes / *Rangi ya Macho* / *Couleur des Yeux*
**BLACK**

Special Peculiarities / *Alama yoyote isiyo ya kawaida* / *Particularités Spéciales*
**NONE**

Profession / *Taaluma* / *Profession*

Signature of Holder / *Sahihi ya Mwenye Pasi* / *Signature du Titulaire*

Signature of Passport Officer / *Sahihi ya Afisa wa Pasi* / *Signature de l'Agent des Passeports*

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## REPUBLIC OF KENYA / *JAMHURI YA KENYA* / *REPUBLIQUE DE KENYA*

PASSPORT/*PASI/PASSEPORT*

Type/*Aina/Type*: P
Country Code/*Nambari ya Nchi/Code du Pays*: KEN
Passport No./*Nambari ya Pasi/N° de Passeport*: AK1834692

Surname/*Jina la Ukoo/Nom*: KAGUNDA

12/12/99

Given Names/*Majina Aliyopewa/Prénoms*: THOMAS KAIRU

Nationality/*Utaifa/Nationalité*: KENYAN

Date of Birth/*Tarehe ya Kuzaliwa/Date de Naissance*: 12 DEC 1999

Personal No./*Nambari ya Kibinafsi/N° Personnel*: 3573144

Sex/*Jinsia/Sexe*: M
Place of Birth/*Mahali pa Kuzaliwa/Lieu de Naissance*: BOMET, KEN

Date of Issue/*Tarehe ya Kutolewa/Date de Délivrance*: 24 JAN 2025

Issuing Authority/*Mamlaka ya kutoa Pasi/Autorité*: GOVERNMENT OF KENYA

Date of Expiry/*Tarehe ya Mwisho/Date d'Expiration*: 23 JAN 2035

Holder's Signature/*Sahihi ya Mwenye Pasi/Signature du Titulaire*

P<KENKAGUNDA<<THOMAS<KAIRU<<<<<<<<<<<<<<<<<<

AK18346921KEN9912120M3501232393707393<<<<<<56

# DRIVING LICENCE

REPUBLIC OF KENYA — JAMHURI YA KENYA

1.SURNAME
KAGUNDA

2.OTHER NAMES
THOMAS KAIRU

4d.NATIONAL ID No
39370739

5.LICENCE No
DL-8SQMD2W

3.DATE OF BIRTH
12.12.1999

15.SEX
MALE

14.BLOOD GROUP

4a.DATE OF ISSUE
05.09.2025

4b.DATE OF EXPIRY
05.09.2028

8.COUNTY OF RESIDENCE
NAIROBI

7.HOLDER'S SIGNATURE

4c.AUTHORITY
NTSA

6086960023673451

002824115

| 9.CATEGORIES OF VEHICLES | [illegible] ISSUE | 11.DATE OF EXPIRY |
|---|---|---|
| A1 | | |
| A2 | | |
| A3 | | |
| B | 05.09.2025 | 05.09.2028 |
| C1 | | |
| C | | |
| CE | | |
| CD | | |
| D1 | | |
| D2 | | |
| D3 | | |
| E | | |
| F | | |
| G | | |

KAGUNDA
THOMAS KAIRU

NTSA
Keep our roads safe

LICENSING OFFICER

ISSUED BY NATIONAL
TRANSPORT AND
SAFETY AUTHORITY

RESTRICTIONS:

# DRIVING LICENCE

REPUBLIC OF KENYA — JAMHURI YA KENYA

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NTSA

6086960023673451

📄 **Official Job Offer**
📅 **Date:** [To be filled later]
**Employee Name:** [Driver's Name] THOMAS KAIRU KAGUNDA
**Job Title:** Light Vehicle Driver
**Company Name:** [PH]

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## Part One: Delivery System

### 1. Salary and Commission

◆ **Food Allowance:**
A monthly food allowance of KWD 20 will be provided during the waiting period before actual delivery starts under operational contracts (such as Talabat, Jahez, , Dodelivery). This allowance ends immediately once the driver begins delivery.

◆ **Fixed Salary:**
A fixed monthly salary of KWD 120 will be granted only upon achieving the target number of orders in the table below, for both bike and car drivers.

◆ **Table:**

| Vehicle Type | Target Orders | Monthly Working Hours | Orders per Hour |
|---|---|---|---|
| Car | 400 | 336 | 1.19 |

◆ **Bonus:**
The employee is granted a bonus for every order completed above the target

(more than 400 for **car** drivers .900 Fils).

◆ **Deduction:**
⚠ If the number of completed orders is less than the targets listed in the table ( 400 for car), a deduction of 350 Fils will apply per missing order.

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### 2. Working Days and Hours

- 28 working days per month
- 12 working hours per day (morning or evening shift)
- No weekly days off or public holidays
- Annual leave is granted after 24 consecutive months of work
- The company has the right to assign the driver to any area at any time
- Company may change accommodation when needed operationally

### 3. Official Start Date

The official start date is the first day the driver begins work under any operational contract (e.g. Talabat, Jahez, , Dodelivery)

Signature: ________________________

### 5. Cash Collection

The employee must submit all collected cash daily to the company, either by deposit or handover as instructed. Any delay or manipulation is considered a breach of trust.

### 6. Penalties and Deductions

- Late login (15–30 mins): KWD 3
- Full absence: KWD 5
- Leave without prior approval: KWD 10
- Sick leave without medical report: KWD 10
- Less than 336 hours/month: deduction based on shortage
- Less than 336 completed orders: operational violation
- Login from unauthorized area: KWD 5
- Late cash handover: KWD 5
- Order acceptance rate < 98%: order value deduction
- Leaving work or personal breaks without notice: full day deduction
- Not wearing uniform: KWD 2

### 7. Financial Records

All salary and financial reports issued by the company or platforms are final and binding.

### 8. Employment Registration

The employee acknowledges that the company has full authority to register or update their official records with contracts, platforms, or government systems without objection or compensation.

**9. Termination and Exit Costs**

In case of resignation or termination due to poor performance (after two months of warnings without improvement), the employee will bear all exit costs including the travel ticket. The company bears no financial or administrative obligations, and pay the company expenses total amount 300KWD.

**10. The company will provide the following for official duty use:**

- **Bike or Car** (depending on job role)
- **Petrol/Fuel (50 KWD )**
- **Mobile Phone or SIM** (for work communication)
- **Accommodation**

In addition, the company will cover **regular bike or car servicing**.

**Important**: If the vehicle is misused, poorly maintained, or damaged due to the employee's negligence, the **employee will be held responsible for the cost of repair or replacement**.

All provided assets must be used **only for work-related purposes** and handled with care. Failure to comply may result in **deduction from salary** or **disciplinary action**, as per company policy.

**11. Fuel Allowance**

**50 KWD for fuel** (no additional payment for fuel).

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## 📌 Acceptance Declaration

I, the undersigned, confirm that I have read, understood, and accepted all the terms and conditions stated in this job offer, including the delivery system and payment structure.

**Driver Name:** THOMAS KAIRU KAGUNDA.

**Driver Signature:** [signature]

**Company Representative Signature:** ______________________

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